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URBAN LEAGUE OF ESSEX COUNTY

508 CENTRAL AVE - NEWARK, N.J. 07107

DEC. 1978



From the Chairman:
Lewis P. Conner, Jr.

•MESSAGE TO THE BUSINESS COMMUNITY•

In the past few years, certain members of the business community expressed a desire that the Urban League become a more visible and viable force in community activities. I hope you will join me in agreeing that in issuing this and earlier publications and in pursuing the various activities described, the League has made a giant step in that direction.

..*.*.

Where do we go from here? How can you help?

..*.*.

Use of your resources is helpful. For example, you might assist us in producing this newsletter from time to time.

Service on our Board of Directors provides an excellent opportunity for an up and coming young executive to obtain a greater awareness of the community needs and to work in harmony with the other Board members toward seeing that these needs are fulfilled. To recommend someone for Board Membership, please submit the name of your nominee and a brief biographical sketch to the Urban League Headquarters, attention of the Nominating Committee.

SUSTAINING CORPORATE MEMBERSHIPS ARE ALWAYS WELCOME...For further information contact the League administrative offices.

A MORAL DILEMMA

The consensus among most legal minds is that the Bakke decision handed down by the U.S. Supreme Court last summer was a "narrow" legal decision. Basically the majority of jurists voted that Mr. Bakke must be admitted to the Medical School of the University of California at Davis. In fact, in some quarters the Bakke decision was considered a "victory" for affirmative action programs in that Justice Powell indicated that race may be used as a factor in college admissions programs.

Unfortunately, legal considerations aside, numerous college administrators and faculties appear to be using the Bakke decision as an excuse for rolling back the college affirmative action programs that were established in the late 1960's. The latest casualty of this "mentality" appears to be the Minority Students Admission Program at the Rutgers University Law School in Newark. The faculty of the law school recently voted to expand the current program to include "disadvantaged" whites. Currently, each freshman class is composed of 25% minority students. Under the recently adopted plan the goals would be expanded to 30% to include "disadvantaged" white students.

(continued on Pg. 4)

URBAN LEAGUE OF ESSEX COUNTY
 TWENTY-SECOND ANNUAL EQUAL OPPORTUNITY DAY DINNER-DANCE

November 2, 1978

Bakke decision seen as plus for minorities



Photo by Pamela Darley

Diane Williams, a member of the board of the Urban League of Essex County; Langdon Dames, executive director of the county Urban League chapter, right; and Ronald H. Brown, vice president of the national Urban League, meet briefly prior to the group's 22d annual dinner

By JAMES BENSON

A National Urban League official last night said the controversial Bakke case has strengthened anti-discrimination programs in the country and he called for much greater minority political involvement to achieve affirmative action goals.

Speaking before about 200 persons at the Essex County Urban League's 22d annual dinner at Newark's Hilton Gateway, Ronald H. Brown, vice president for programs and government affairs of the national organization, said the U.S. Supreme Court's decision in the Alan Bakke case was a very positive one.

Brown said the Supreme Court two days after the decision stated in another case that strict quotas were constitutional, when they were used to correct past discrimination.

About 95 per cent of minority quotas in programs now used by business, government and education are constitutional, Brown stated.

Stressing that "affirmative action has always been about choosing from a pool of qualified people with some consideration to race," Brown said the Bakke case decision "wasn't talking about that."

The public has been misled into placing "heavy reliance" on the issue of past discrimination, the Washington-based

Brown remarked.

The gains made in the last decade in civil rights have tended to lead the public to believe that "racism and sexism are things of the past. Any of us with any judgment know that racism and sexism are still very much with us."

Brown said affirmative action is more important now than ever before because economic gains made in recent years have been eroded lately because of the nation's economic downturn and a lagging in public support.

Government statistics on the unemployment picture do not include the "millions" excluded from the labor market because past discrimination left them unqualified, Brown said. The statistics also do not include those persons, many of them minorities, who only work part time but still need jobs.

With these groups considered, he said, "unemployment is twice what the Labor Department says it is."

One in four black workers is unemployed today, and black unemployment is 2½ times that of white unemployment — the largest gap ever between the two groups, he noted. One-third of black American children live in homes where the head of the household is unemployed, Brown said, and today a black family earns only 56 per cent of what a white family makes, down from 62 per cent two years ago.

URBAN LEAGUE OF ESSEX COUNTY
TWENTY-SECOND ANNUAL
EQUAL OPPORTUNITY DAY DINNER-DANCE

(con't)

On Thursday, November 2, 1978, the Urban League of Essex County celebrated sixty-one years of service at its Twenty-second Annual Equal Opportunity Day Dinner-Dance, held at the Hilton Gateway Hotel in downtown Newark.

The League proudly welcomed keynote speaker, Ronald H. Brown, Vice President of Programs and Government Affairs for the National Urban League, who addressed the controversial Bakke issue.

The evenings program was conducted by Master of Ceremonies, Paul Gibson, Vice President and General Manager of American Airlines along with Honorary Co-chairmen Edward Lenihan, Vice President of Public Relations for Public Service Electric & Gas Company and Dr. James Young, Provost of the Rutgers University Newark Campus.

Service Awards were presented to three members of the Urban League of Essex County Board of Directors:

Matthew G. Carter
Rowena Warren, Posthumously
Richard Roper

and to two members of the Urban League staff for five and ten years of service respectively:

Raymond Harris
Rev. Milo Salters

Musical selections for the evening were rendered by mezzo-soprano, Ms. Juanita Falls, Director of the Urban League Day Care Center, accompanied by Mr. Gary Hutchison.

Reverend Dr. Dennis Fletcher, Pastor of St. Marks Methodist Church in Montclair and Reverend Robert Barrowclough of the North Reformed Church in Newark delivered the invocation and benediction.

The Urban League's Equal Opportunity Day Award was presented to the Public Service Electric & Gas Company for not only its long-standing support of the Urban League of Essex County and its programs, but also its services to the Greater Newark Community.

The evening program concluded with dancing to the music of the Billy Ford trio.

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JOBS, JOBS, JOBS!

EMPLOYMENT COUNSELING AND REFERRAL SERVICES

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CALL THE: ECONOMIC DEVELOPMENT &
EMPLOYMENT DEPARTMENT
FOR MORE INFORMATION
623-1780

INTERVIEWS: MONDAY, WEDNESDAY & FRIDAY
9 A.M. to 12 P.M.

JOB OPENING

GIRL SCOUT COUNCIL OF GREATER ESSEX COUNTY, N.J.

Program Manager: Position available in non-profit organization. Thirty-five (35) hour week, 10 months a year for concerned and dedicated person to work as Program Manager supervising and coordinating program for youth in 12 Newark sites. Experience in programming for youth required. Call (201) 746-8200. Affirmative Action Employer.

Contact: Lois McPherson
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120 Valley Road
Montclair, N.J.

**A United Way
agency**



ANNOUNCING STANDARDIZED TESTING FOR DAY CARE PRE-SCHOOLERS

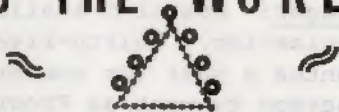
The Urban League of Essex County Day Care Center has incorporated the Maturity Level for School Entrance and Reading Readiness Test published by the American Guidance Service, Inc.

NATIONAL CONFERENCE ON URBAN ENVIRONMENT

The National Urban League (NUL), together with the Sierra Club and the Urban Environment Conference, will be sponsoring a National Conference on Urban Environment April 8-11, 1979 in Detroit, Michigan. Funded by the U.S. Environmental Protection Agency, the Department of Housing and Urban Development, and the Department of Interior. The Conference will involve nearly 1000 participants primarily from minority, labor, environmental and community groups.

Federal officials regard this Conference as a major national effort to bring together environmental and urban activists.

JOY TO THE WORLD!



THE EMERGENCY ASSISTANCE PROGRAM, a year-round project sponsored by the United Way of Essex and West Hudson and the Greater Newark Christmas Fund to aid needy families, is undertaking its annual Christmas Assistance Program.

Through the efforts of the ULEC Emergency Assistance staff and volunteers, more than 200 eligible families will enjoy what might have been a bleak holiday without the gifts of food, clothing or toys awarded by the Christmas Assistance Program.

A traditional selection of twenty-five of the neediest families in Newark's public housing is again part of the project's goals. Applications have been accepted by the League's Emergency Assistance office since late November in an attempt to service the greatest possible number of Essex County residents. Toy contributions for this year's Christmas program were made by MATTEL, INC. in South Plainfield, New Jersey.

(Con't from Pg. 1)

While on the surface, this policy change appears innocuous, a closer look will reveal a possible dilution of the current program. First of all the definition of a "disadvantaged" white law school applicant has yet to be determined. Secondly, numerically there are more whites in the U.S. who are considered "disadvantaged" than there are blacks. Yet proportionately, there are many more blacks (one out of every three) whose incomes are below the U.S. Government defined poverty level than are whites.

In short, it is possible that an entire freshman class (30%) could be composed of "disadvantaged" white students. There are no provisions to guarantee the admission of any minority students in any given year.

When the Rutgers Law School established its Minority Students Admissions Program in 1968, out of 8,000 attorneys licensed to practice in the State of New Jersey, only 60 were black. After 10 years there have been more than 200 minority students graduated from Rutgers Law School alone.

The danger of minority students being excluded from future law school classes is more than an individual losing an opportunity to earn a livelihood. The present dynamics of American society are such that knowledge of the law and the need for a legal education permeates all segments of our environment. For example, the vast majority of our national legislators are attorneys. Many of the government administrators have had legal training. Numerous corporate presidents are lawyers. In fact, the chief executive officers of the two most notable black civil rights organizations (the National Urban League and the National Association for the Advancement of Colored People--Vernon E. Jordan and Benjamin Hooks respectively, are attorneys.

Thus, we contend that the denial of a group's members from obtaining a legal education is an effective means of excluding that group from the decision-making process of this country.

The Rutgers Law School faculty in its frantic search to conform to a "mythical" legal interpretation has created its own moral dilemma.

Langdon F. Dames
EXECUTIVE DIRECTOR

Star-Ledger September 22, 1978

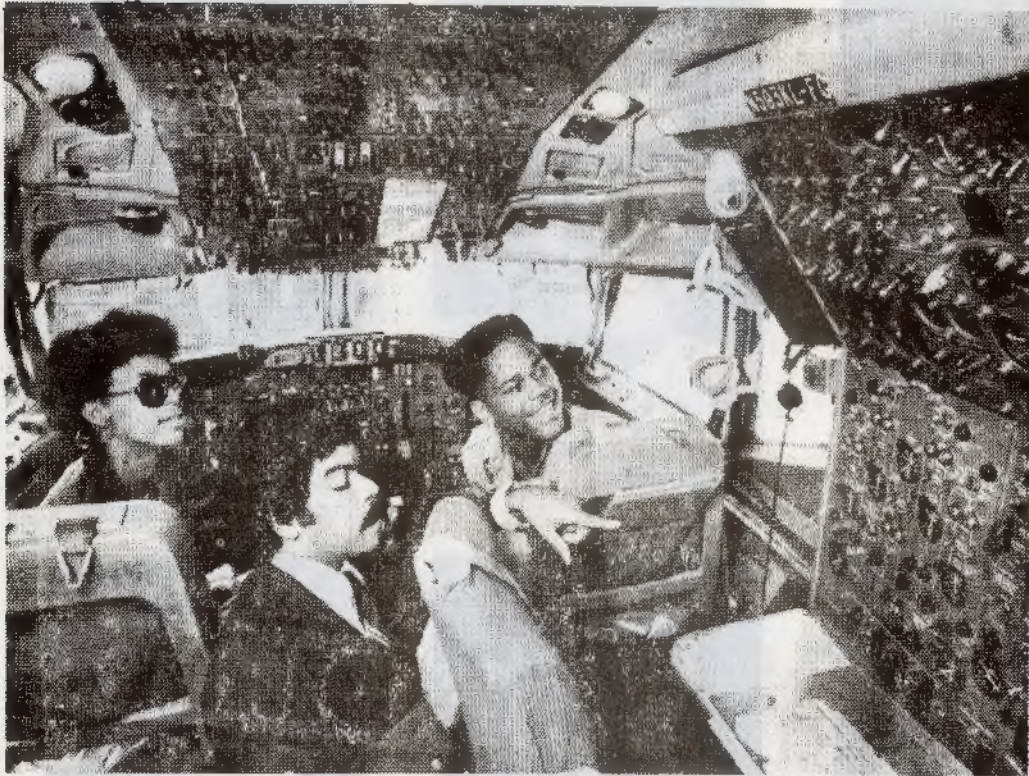


Photo by Ronald F. Moffat

American Airlines Flight Attendant Richard Saunders, center, explains the functions of instruments in the cockpit of an airliner at Newark International Airport to June Clark, 18, and Andre Johnson, 18, both of Newark, during a tour of the airline's facilities for the Essex County Urban League

URBAN LEAGUE GROUP TOUR

Youths get view from cockpit

By NORMAN BUCHANAN

A group from the Urban League of Essex County's Youth Employability Skills program (YES), more than half of whom had never flown in an airplane, yesterday got a pilot's view of a DC10 cockpit as part of a tour of Newark International Airport.

The 30 YES enrollees were the guests of American Airlines flight attendant Richard Saunders, who learned about the program from its director, Regina W. Joseph, during a flight to California to attend an Urban League conference.

Saunders was impressed with the goals of the program and promised he would try to help it.

After her return from the conference, Joseph received a phone call from Saunders and arranged for him to speak with the YES program participants.

Moved by the youths' enthusiasm, Saunders

returned to Newark yesterday to give the group a guided tour of the facilities and discuss career opportunities within the airline industry.

The YES group got a close-up view of the daily routine at an airport, from computing available flights, to getting behind the pilot seat before takeoff.

Throughout the tour, Saunders stressed the importance of punctuality and responsibility in any career the youths may choose, and especially in his profession. "When you work for an airline, tardiness is simply not tolerated," he said. "Punctuality and discipline is very important in this industry."

After the tour, Saunders received warm applause. "He's truly a role model," Joseph said. "The young people were impressed, not only because he came so far to talk with them — but also because of the part of his life that he, a black man, shared with these black youngsters."

Season's Greetings from the



LANGDON F. DAMES
EXECUTIVE DIRECTOR



S. TAHOOR AHMED
ACCOUNTANT



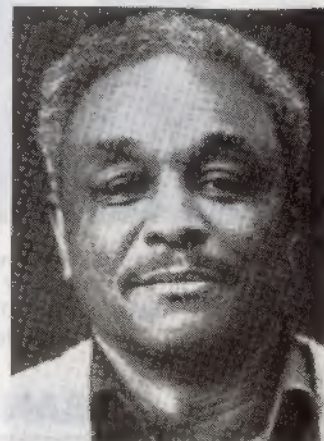
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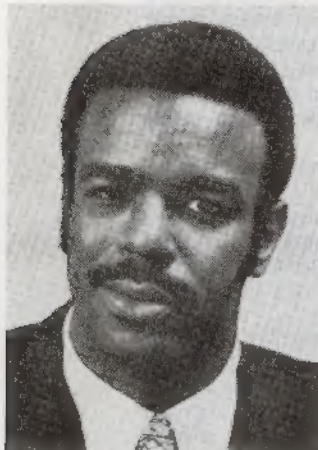
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URBAN LEAGUE of ESSEX COUNTY



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INTERVIEWER
EMERGENCY ASST.



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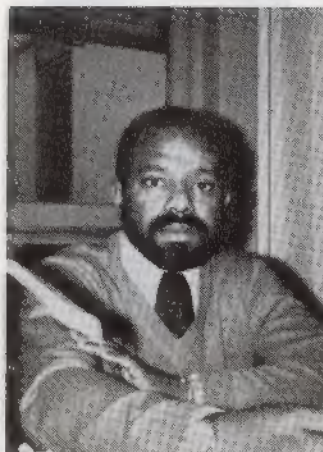
ERNEST WRIGHT
MESSENGER/DRIVER



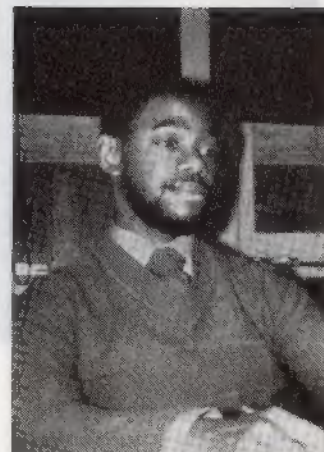
1-1 ELIZABETH GONZALEZ, TEACHER ASSISTANT
ZAIDA ROMAN, TEACHER ASSISTANT
JUANITA B. FALLS, DIRECTOR - CHILD DEV. CNTR.



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BRENDA SHORT
OFFICE MANAGER
Y.E.S. PROGRAM

Photos by:
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Peterson

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31 Clinton Street
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Contributions to the Urban League are Tax Deductible

Name _____ Phone _____

Address _____

Enclosed are dues of \$ _____ for annual membership as indicated.

General Membership	\$ 5.00 to \$14.00
Contributing Membership	15.00 to 24.00
Sustaining Membership	25.00 or more
Urban League Guild	Please \$5.00 extra

Checks should be made
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